

## **PROMOTIONS 2025**

**First exercise after the legal victory won by Union Syndicale**



**Congratulations to all the colleagues promoted this year:** a well-deserved reward for your commitment and efforts in serving our institution and thus contributing to European construction.

### **An opaque and obsolete system**

It must be acknowledged that the evaluation/promotion system at the Council is no longer suited to an institution that has grown much larger over the past decades. It was designed and negotiated at a time when everyone knew each other personally and where evaluation reports were of relatively little importance. Today, the system has become complicated, using many resources that are lacking elsewhere. The system has also become opaque and unpredictable, too. We've been trying to reform it for decades, but the administration has recently confirmed that they see no need for change. This is deeply regrettable.

### **Why did the calculation of promotions change in 2025?**

For the past decade, AIPN did not comply with the Staff Regulations regarding the annual calculation of promotion possibilities. In grades AST 7, AD 12, and AD 13, the number of promotions was significantly reduced year after year.

Supported and guided by Union Syndicale, three colleagues filed an appeal with the Court and obtained a ruling that obliges the AIPN to comply with the Staff Regulations, opening up the correct number of promotion possibilities. You can read [our communication](#) on this subject.

## **What is the concrete impact on 2025 promotions?**

**In AST 7**, there were 54 promotions this year. The previous calculation method – "which was deemed illegal by the Court in relation to the provisions in the Staff Regulations" – used by our administration would have resulted in only 39 possibilities. Following the court ruling and the application of the correct method stipulated by the Staff Regulations, 15 additional colleagues were promoted in 2025.

**In AD 12**, there were 6 promotions this year, whereas the old calculation method would have resulted in only 3 possibilities. Therefore, 3 additional colleagues were promoted in 2025. However, out of a total of 29 promotion possibilities in this grade, 23 were not used. This has resulted in an accumulation of colleagues in grade AD 12 with little to no career perspective, often for the rest of their careers.

That is why Union Syndicale reiterates that the number of "confirmations" for administrators (which opens the career path beyond grade 12) – 10 every 2 years – is far too low to comply with the Staff Regulations and is a source of demotivation for many colleagues.

**In AD 13**, there were 11 promotions, while the old calculation method would have resulted in only 5 possibilities. So, 6 additional colleagues were promoted in 2025.

**In summary:** The impact of the ruling obtained by Union Syndicale is estimated to be **24 additional promotions in 2025**. We can assume that this effect will continue in the coming years. Here is the concrete result of **Union Syndicale's** action. By [joining us](#), you can help defend the staff interests and rights.

***Solidarity Is Our Business***

---